



DEPARTMENT OF THE ARMY
Headquarters, Engineer Brigade, 1st Armored Division
Unit 24141
APO AE 09169



COMMAND POLICY

POLICY NUMBER: 6-1	Proponent: AETV-THQ- A	Date: 1 JANUARY 2006
SUBJECT: Command Policy Memorandum, Commander's Philosophy		
REFERENCE:		
PURPOSE: To inform all Engineer Brigade personnel understand the Brigade Commander's Command philosophy.		
<p>GENERAL:</p> <p>1. VISION: Our goal is directed at one objective: A BRIGADE PREPARED TO GO TO WAR. My command philosophy is centered on this goal with the following principles providing the foundation for excellence: (a) Leadership by example; (b) Focus on combat; (c) Power Down; (d) Strong unit identity; (e) Caring; (f) High standards and discipline; (g) Teamwork; (h) Consistent excellent performance; (i) Leader development; (j) High ethics; and (k) Safety. These <i>pillars of excellence</i> combined with <i>integrated maneuver training, sustained readiness standards, and effective Family Readiness Groups</i> dictate our overall combat readiness. A high level of combat readiness will guide us through successful mission accomplishments. <i>In summary, focus on fundamentals and people.</i></p> <ul style="list-style-type: none">a. Leadership by example: Lead with <u>actions</u> vs. talk; Entire chain of command involvementb. Focus on combat: Prepare/ train for combat; METL orientation; Rehearse/ conduct AARsc. Power Down: Decentralized operations; Mission type orders; Allow honest mistakesd. Strong unit identity: Pride, attitude, and mission purpose; Recognize accomplishmentse. Caring: People business is essential; (+) command climate; Timely admin; QOL initiativesf. High standards and discipline: Do things right the first time; Tough PT; Fair/timely UCMJg. Teamwork: A way of life; Individual commitment; Dependability; There is <u>no</u> "I" in teamh. Consistent excellent performance: Performing well without peaking; Stability; Predictabilityi. Leader development: Counsel/ train; Intent/ initiative; Be in charge; Accountability; Mentorj. High Ethics: Integrity/ Loyalty/ Professionalism are unyielding; EO effectivenessk. Safety: Constant leader involvement daily; Assess/ reduce risks; Maintain standards <p>Excellent units are full of pride and want to take care of soldiers. Sacrifice to send soldiers to schools, ensure timely promotions, take programmed leave, resolve personnel problems at lowest level, and consistently ask for soldier feedback to sustain excellence. Clarify objectives and priorities in order to plan appropriately. Use our METL and FM 25-100 to focus training while following established SOP's and battle drills. Plan training, teach the leaders, recon the site, issue orders, rehearse, execute, AAR, and retrain until the standard is met. Additionally, maintenance of all equipment and SKO's is necessary to ensure mission accomplishment. Deployability is a constant leader requirement to sustain our readiness standards. Our mission requires a high state of combat readiness, which includes well-established Family Readiness Groups providing the necessary structure for units to interact on family and soldier issues.</p>		



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2. POC is the Brigade Adjutant, (DSN) 343-9463.

IRON SAPPERS!

//ORIGINAL SIGNED//
JAMES D. SHUMWAY
COL, EN
Commanding

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